Needs	Barriers	Solutions
Education Access	Maintaining on-going, fully engaged conversation Money	Change funding type for public schools - not based on property taxes
Need for open dialogues (between races, political beliefs, etc.)	Where do we go? Would need a mediator How does it start? Recognize diversity	Forums: more openly publicized accessible - meet where people are
Improve police and community relations	Don't know what and how to do something Lack of education, engagement current culture/view of police (Police are distanced from communities, lack of personnel able to be ion community, not approachable	Support ACLU workshops in CLE Change structure/process for officer accountability Community liason - create a constant presence within community
Education Equity	lack of availability funding lack of resources staffing socioeconomic environment	funding: decouple school funding from property taxes (enforce unconstitutionality) lobby for more private foundation money mandate tuition for state colleges stay below certain level establish a voting block focused on value of and equitable resourcing of K-12 education
Safe places/environment	respect devastated communities fear unwillingness to be vulnerable lack of allies segregation	police re-training - competent diverse/inclusive training start in K-6 educating/exposing kids to these issues early utilize safe spaces which do exist to provide more education/training cross community race discussions
Culture training	inability to communicate self-awareness (lack of!) lack of openness lack of resources dynamic of home environment: physically, emotionally, socially, spiritually	culture exposure in schools anti-bias workshops/training social/traditional media campaign advocating a celebration of pluralism
Affordable housing	age discrimination money/resources landlords not willing to write separate leases for roommates short-term plans not sustainable, over subscribed	anchor institutions as part of solution - afforable housing for employees (i.e. Metrohealth) repurpose abandoned housing, sell to neighborhoods at low cost
Healthcare disparities (institutionalized racism within 2 largest health networks in NE OH)	Information hard to find; complicated systems limited access to healthier produce, nutrition education or food as medicine nurses/doctors no longer in schools leadership no bought in	working with grocers to redistribute food instead of throwing out coolers in local corner store address/eliminate liability for grocers "food not bombs"

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Education disparities	Money/resources teachers paying for their own supplies city of residency determines quality of education unconcious bias "working parents don't care!" equity gap/1st year experience	mentor programs/paying it forward pre-college/bridge programs incentives/scholarships and stipends/internships testimonials - negative impact of not having education get corporations involved fund all schools equally
Criminal Justice/Police Reform	unconscious/conscious bia lack of awareness of issue and how to dismantle system	police officers that have lived in and know the community/block watchers eliminate ability to profit from jails voting/voter reform
Educational equity & culturally responsive teaching/curriculum	money and resources to different typles of schools lack of diversity in educator workforce curriculum achievement and opportunity gap	community involvement and input on values reflected in education community organizations that teach about different cultures
Diverse leaders and policies that support diverse communities (i.e. economic development, desegregation)	lack of civic engagment access to leadership roles and education incentive to serve in leadership roles fear lack of resources	education on policy making process give youth exposure to diverse leaders encourage families to discuss and talk about policies/politics
Eliminating unconscious bias at the institutional, intrapersonal and personal level and its impact on communities	education on how to identify, process, act feelings of disconnection (priviledge) no one wants to talk because it is an emotional, uncomfortable topic fear of saying/doing wrong thing current political climate	educational programming in the communities student exchange for proximity having personal, purposeful interactions institutional training and hiring processes
Eliminating food insecurity in heavily minority populated communities	lack of incentive and commitment for business to stay in community lack of knowledge housing and education transportation	increase food assistance education on eligibility in schools, churches, stores incentivizing public and private partnerships
Providing health and wellness education and access to impoverished communities	funding lack of knowledge on healthcare/ACA lack of coalition building lack of safe spaces to actively be outside stigma of mental, sexual health - nor a priority lack of diverse workforce in healthcare system	some educational programming surrounding health and wellness support current infrastructure (knowing access and services and cultural competency regarding services)

Needs	Barriers	Solutions
Diversity education - not all focus on college	representation - government, schools, community systemic racism 3rd party help/consultants not there	make diversity training incentivized in education environments revise enrollment system, using technology, to sustain inclusive diversity
Housing: equity in access and afforable (not just gentrification of downtown)	laws/regulation not in place zoning - checks & balances not here advocacy unavailable	incentivize businesses to build and reinvest in the the inner city (tax credits and incentives)
Businesses change/take on more community talent and mentoring - corporate responsibility	lack of funding/support no diversity on board in boardroom lack of transparency about culture/environment of business	incentivize businesses to build and reinvest in the the inner city (tax credits and incentives)
Inclusion/lack of respresentation; need for "space" to have conversation	lack of unity and value of "community" that used to exist in the African American community people in power aren't going to give it up easily fear, lack of skills to have these types of conversations this conversation is not a priority	more inclusive work environments; companies that invest in this work and make it part of their culture
Policy-making process/policy that disproportionately affects people of color	people of color have not been taught about politics in their home; its part of "their" culture, not "ours" system no designed for people of color, so it doesn't work for them values not passed down to the next generation	need to create platforms for African American role models in leadership we have to name the problem we need to change our workplace policies - hiring practices, attention to diversity in leadership
Education - access to resources - wraparound	The class division in the African American community is a barrier - we used to live together and be models for each other policy in terms of how schools are funded neighborhood matters! The perception of where you're from and the mannerisms you're exposed to can work for or against you	Add curriculum on race in schools (in standard curriculum) making the issue of race a priority politically transparency in corporations about spending and policies
Criminal Justice system	money resources policies resistance to change candidates politics division	community engagement part of job description revisit residential requirements general education on community initiate citizen academy in cities with police force